



Public Schools of North Carolina

NC DPI Response to PED Report on Teacher Diversity

Presented by

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and

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NCGA Program Evaluation Committee

November 9, 2020

Summary of Response

- North Carolina has been proactive and innovative in our efforts to recruit and retain educators from all backgrounds over the past few years
- NC DPI would greatly appreciate recommendations for ***proven*** initiatives from other states to enhance our approach
- It is important to recognize that hiring decisions are local, and state initiatives cannot and should not replace local efforts
- Appreciate PED including NCDPI's request that alternative licensure pathways be considered, but have some concerns about the specifics of that recommendation



Current State-Level Initiatives

State Board of Education Goal 3: Increase educator preparedness to meet the needs of every student by 2025

- NC DPI and other partners are focusing strategically on eliminating barriers to entering and staying in the teaching profession.
- Most initiatives are not exclusively targeted at specific demographic groups. However, these groups are disproportionately impacted by, and therefore disproportionately benefit from, elimination of these barriers.
- Most initiatives are not legislatively directed and/or do not have dedicated, recurring funding. NCDPI has benefited greatly from partnerships with other state entities, associations, and nonprofit organizations.



Current State-Level Initiatives

State Board of Education Goal 3: Increase educator preparedness to meet the needs of every student by 2025

TEACH NC: Coordinated, interactive virtual one-stop shop for teacher recruitment at all steps in the process (more on this in later slides)

Nationwide Jobs Board: New ability for districts to identify interested candidates across the country and advertise openings nationwide

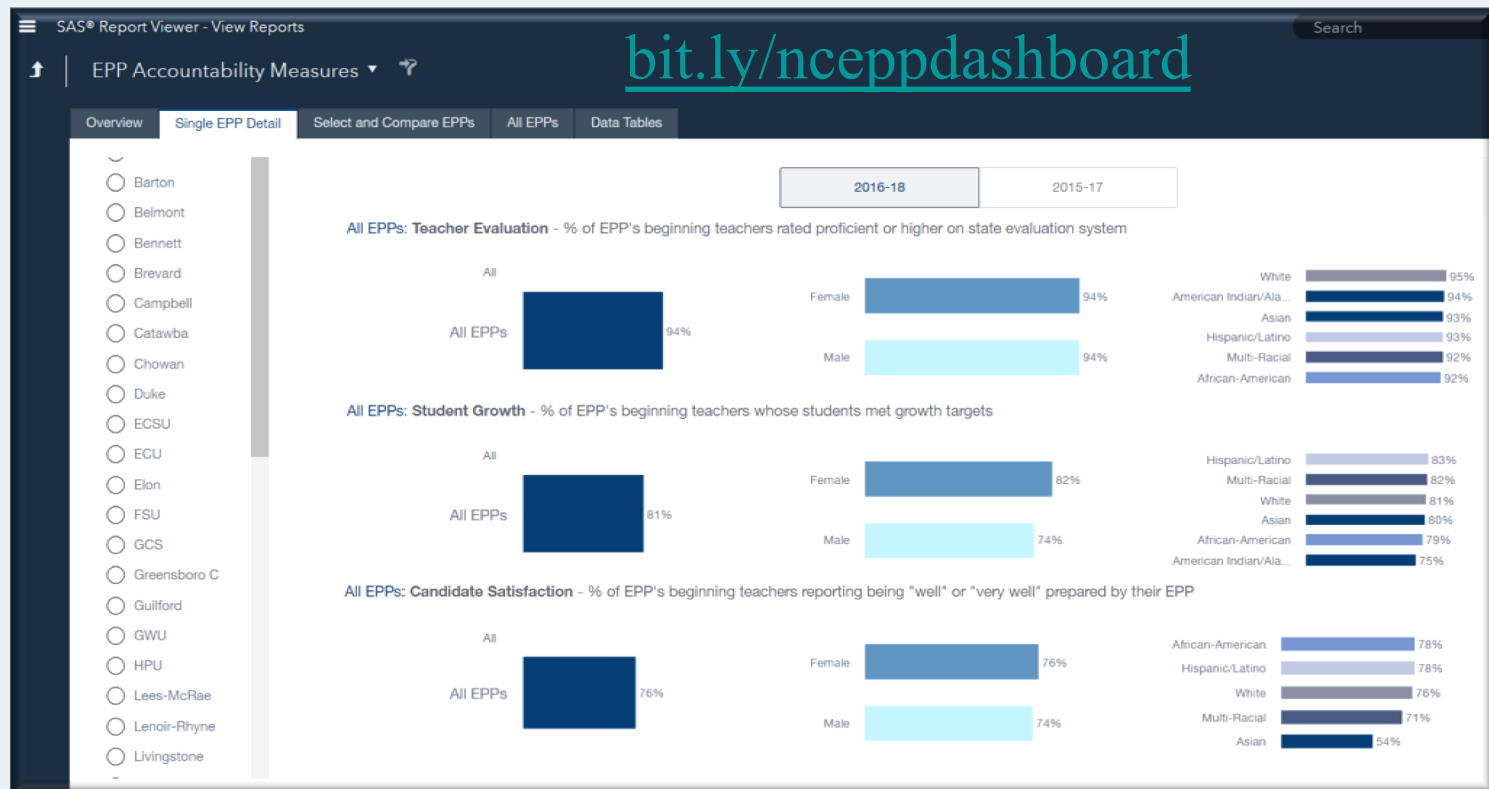
EPP Dashboard: Identifies how to help candidates successfully complete the requirements of educator preparation programs and become teachers

DRIVE: “Developing a Representative & Inclusive Vision for Education” is the Governor’s Task Force established by Executive Order specifically “to tackle the issue” raised in this report.



New Education Preparation Program Dashboards

- Assist teacher candidates in making informed choices
- Enable policy makers and stakeholders to hold Education Preparation Programs accountable on key metrics



TEACH
NC.ORG

Our Partners

We are not alone in this work. We know that recruiting the next generation of teachers is done best when it's done together.



Our Funders

We are grateful to the following sponsors for making TeachNC possible.





What is TeachNC?

TeachNC is a statewide teacher recruitment initiative that employs a broad media campaign and a robust web platform with one-to-one supports that help teacher candidates in their quest to become a teacher.

Why TeachNC?



Critical Vacancies in Hard-to-Staff Schools & Subjects

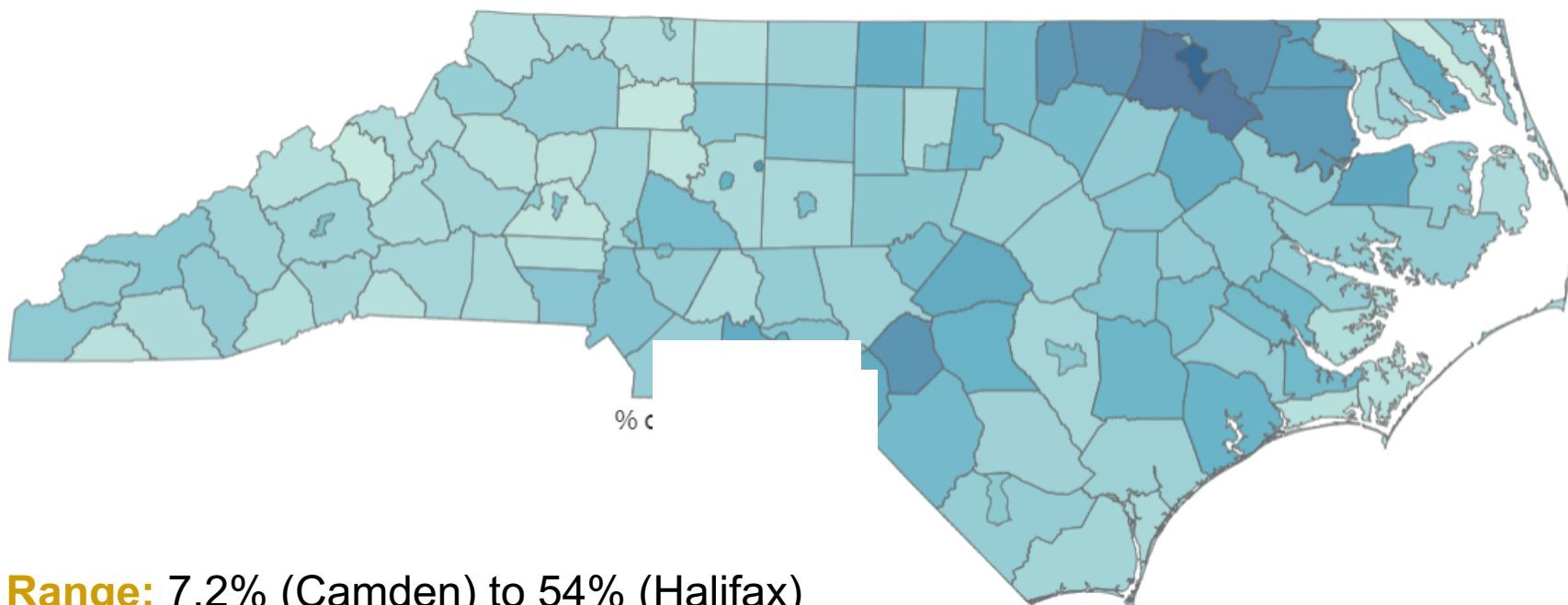


High-Poverty Students Have Less Access to Effective Educators



Lack of Diversity in the Teaching Profession

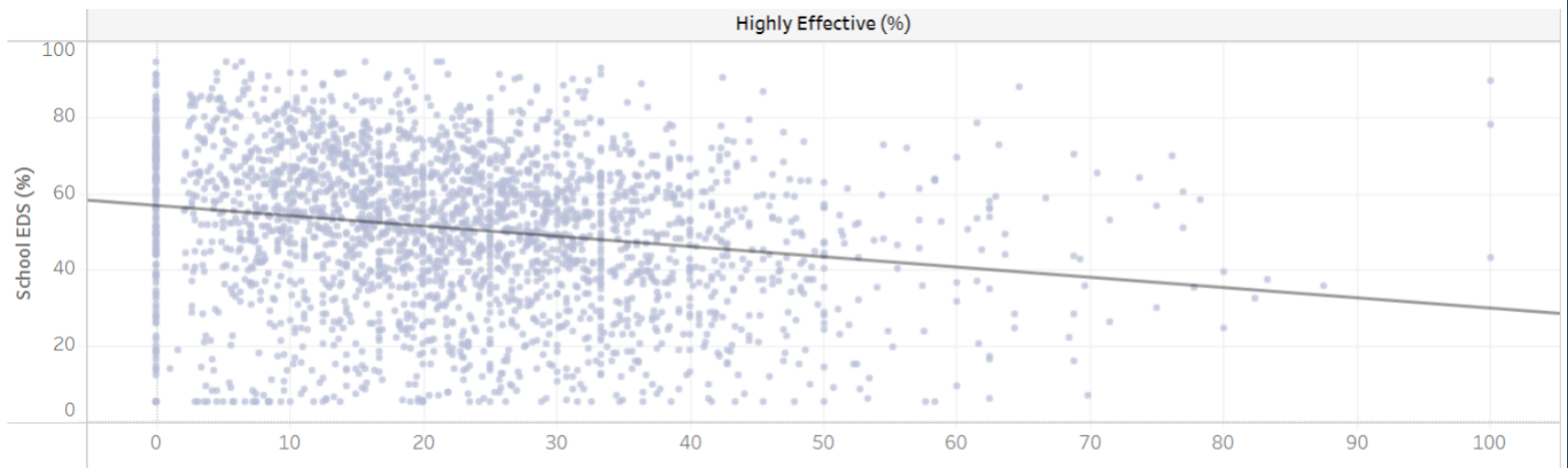
% of Teachers who are not Fully Licensed (CPL), by LEA (2018-2019)



VACANCIES

Teacher Effectiveness Distributions, by EDS Status (2018-19)

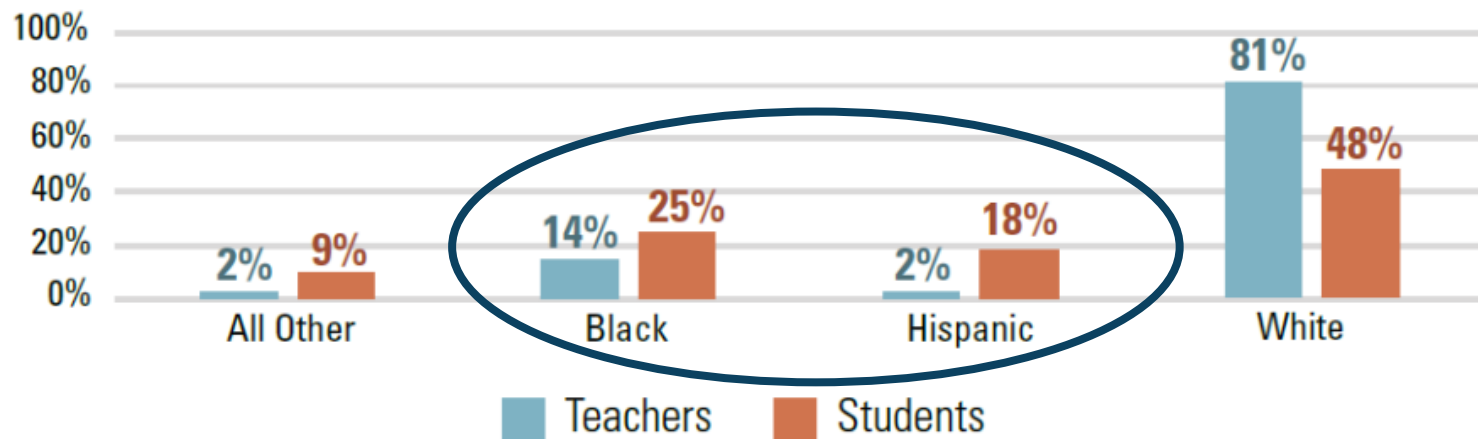
School & Teacher Characteristics (2018-19)



EFFECTIVENESS

Teacher vs Student Demographics in North Carolina K-12 Public Schools (2018-19)

K-12 Public School Teachers and Students, by Race/ Ethnicity (2018-19)

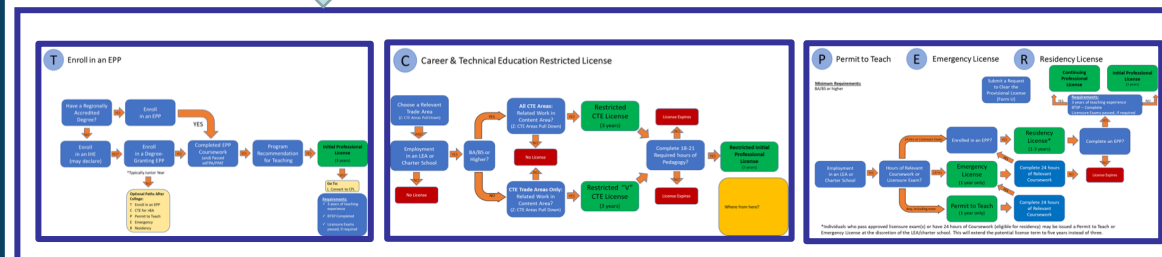
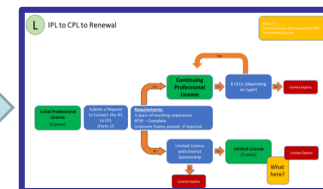
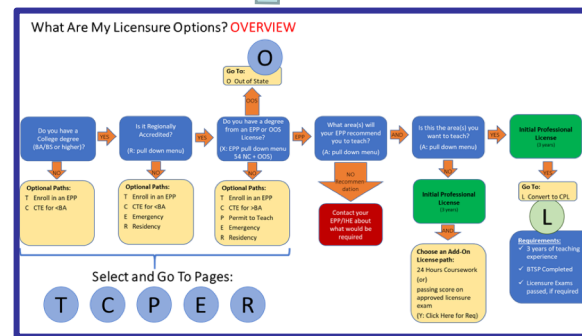
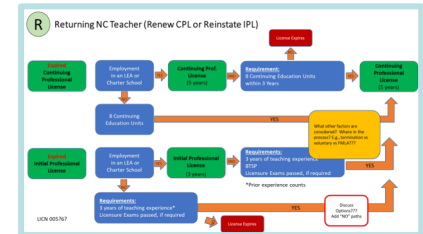
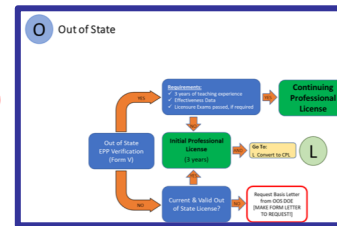


Source: NC DPI 2018-19 State of the Teaching Profession Report

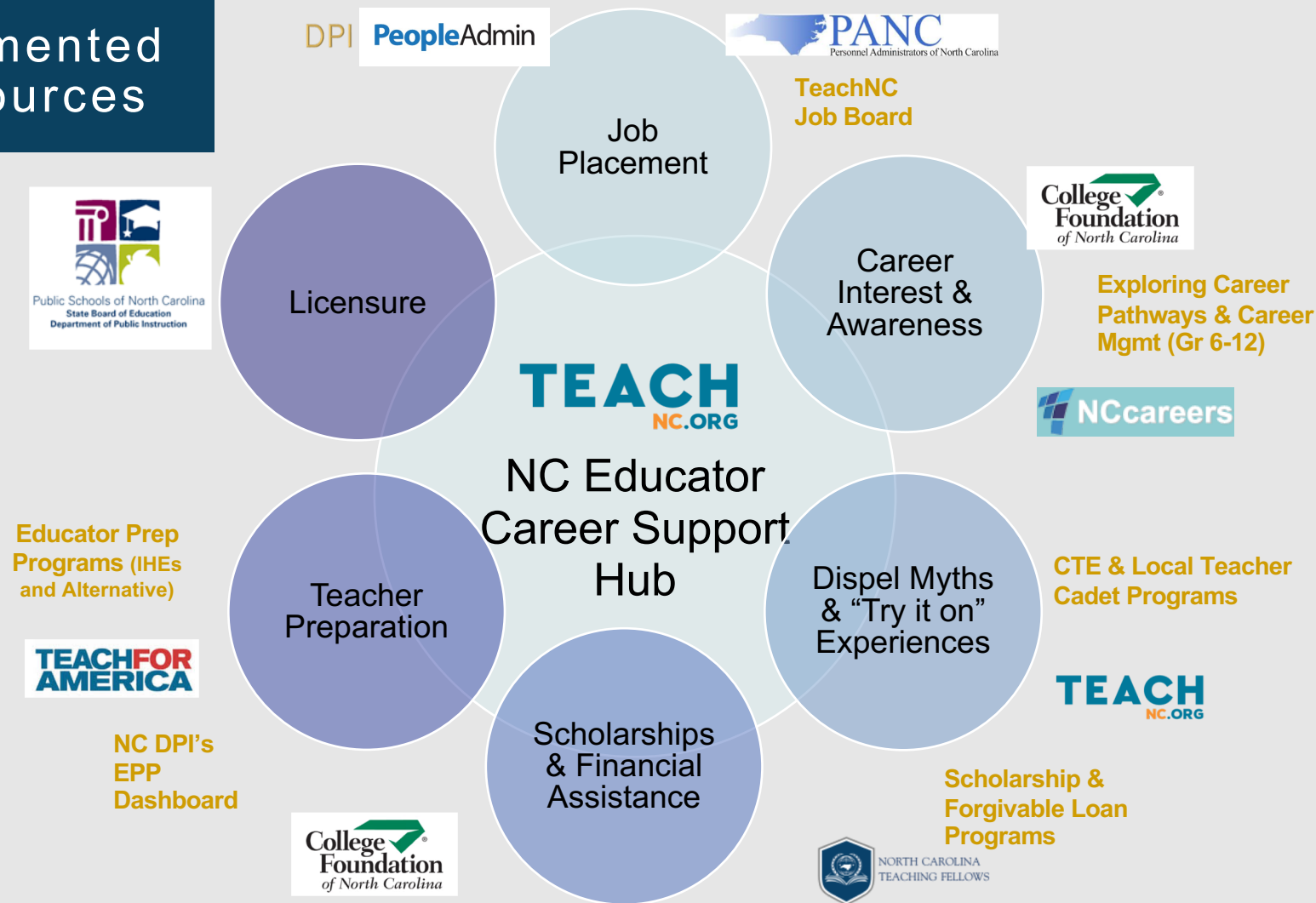
DIVERSITY

Mapping Licensure

DRAFT IN PROGRESS



Fragmented Resources



THE LEAKY pipeline

Of those with initial interest,
lose ~60%

Of “Decideds”,
lose additional ~50%



TeachNC

Theory of Action



Misconceptions of the Profession

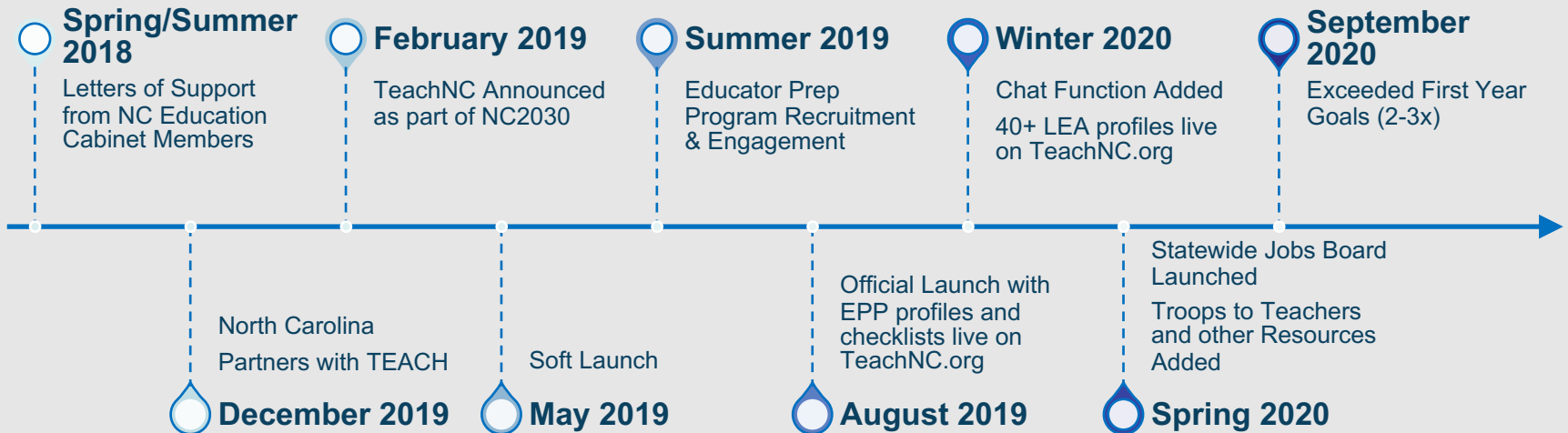


Fragmented Resources on Licensure, Prep & Openings



Lack of Support for Teacher Candidates

TIMELINE



Messages

SHIFTING PERCEPTIONS

MARTYR

Babysitting

Not stimulating

Repetitious

Stuck in one job forever

Isolation

ENTREPRENEURIAL LEADER

Leadership & expertise

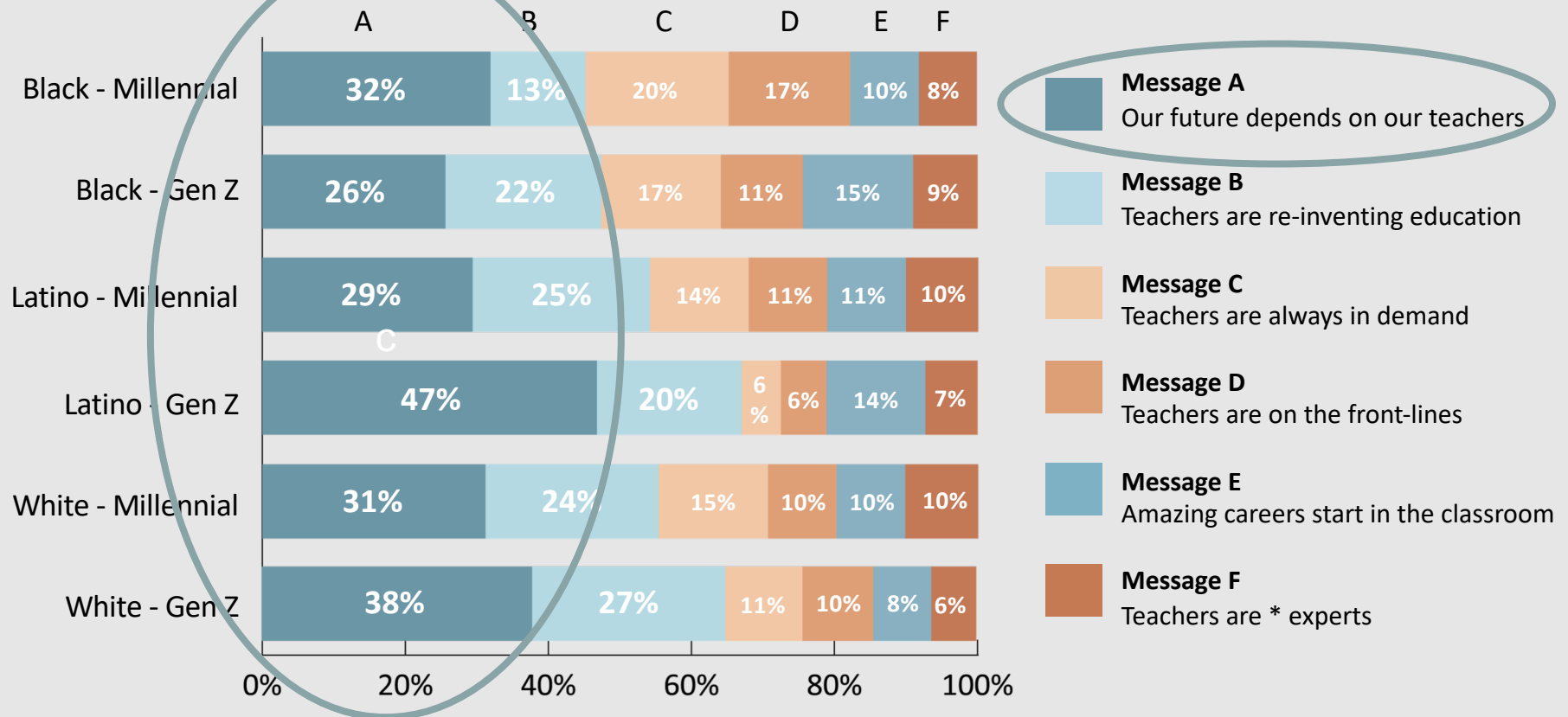
Intellectually challenging

Entrepreneurial, creative

Growth, career path options

Collaborate w/ cool co-workers

Messaging: Test Marketing by Race/Ethnicity & Generation



Cultivate

ROLE MODELS

1-on-1 coaching and personalized advice from teachers



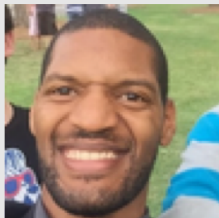
Barbara Ellis



Matt Scialdone



Glasher Robinson



David Johnson

70%+

much more interested
in teaching

83%

Extremely Helpful

100%

Would Recommend
Talk-to-a-Teacher
to a Friend

Support

FOUR MAIN ENTRY BARRIERS

TeachNC provides supports to address each barrier



(1) Choosing Ed Prep Program

“I can’t find quality EPP that meet my needs”



(2) Financial

“I don’t think I can afford to go to an EPP”



(3) Application Process

“I don’t understand the application process...
I haven’t been able to stay on top of it”



(4) Licensure Exams

“I can’t pass my licensure exams on first
attempt; exam fees”

EPP Partners



Performance in Year 1

- Website visits: **81,249**
- Total Captured: **4,920**
- EPP Application Submitted: **675****
- Advising Calls with NC Teachers: **586**
- Online Chats: **868***
- EPP Application Submitted: **675****

46.5%
EPP applicants
identified as
People of Color

*Launched in March 2020
**Results Counting Ongoing



STRONG INTEREST IN HIGH-NEED LICENSURE AREAS

Licensure Area	% of responses
Early Childhood Education	13.1%
Elementary Education	51.2%
Biology	4.2%
Chemistry	1.4%
Computer Science	2.3%
English Language Arts	9.9%
World / Foreign Language	3.8%
History / Social Studies	10.3%
Math	9.9%
Science (General / Other)	8.0%
P.E., Art, Music, Library Studies	3.8%
Physics	1.4%
Technical / Career Education	6.6%
Special Education	21.6%
ELL / Bilingual Education	6.1%
Other / I'm not sure	3.8%
Total STEM	27.23%



55%

*Reported planned licensure area of recent applicants / enrollees (N = 213)

Recommendations



Support, Codify & Leverage
TeachNC



Start Sooner: CTE, CCP, Cadet
Programs



Focus on Hard-to-Staff Subjects
& Spaces



Reimagine Licensure



Public Schools of North Carolina

Questions?